

## Howell L. Lankford

- Occupation: Labor-management arbitrator and mediator.
- Offices, phone & e-mail: P.O. Box 22331, Milwaukie, OR 97269-0331; Phone or fax (503)659-4464, (800) 659-4464; hll@iname.com.
- Organizations, publications: Past Regional Chair of the National Academy of Arbitrators. Past Chair of the Oregon State Bar Labor & Employment Law Section. Past Editor of the *Washington Labor Law Digest*. Past Editor of the annual University of Oregon PERC Casebooks and of the LERC Monograph series, including *Individual Statutory Rights of Represented Employees*. Author of the Oregon State Bar CLE chapter on enforcing public sector collective bargaining agreements in *Labor & Employment Law*, 1990, 1994, 1997, & 2002.
- Experience as a neutral: Full time private practice as a neutral in labor relations since 1984. (1979-1984: ALJ for the Oregon Employment Relations Board.) Grievance arbitration, mediation, and factfinding cases involving (1) cause for discipline and discharge and (2) a range of contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FMLA, disability, alcohol & substance abuse & testing, overtime, salary administration, classification, fringe benefits, assignment and transfer, incentives, union security & fees, etc. Interest arbitration cases in police, fire, corrections, and communications units and in the private and federal sectors. Police Internal Affairs Auditor for the City of Eugene, Oregon since 2001.
- Prior experience: Truck driver, dispatcher, carpenter, asst. restaurant manager, disability agent, personnel agent, Asst. Professor of Philosophy (University of Alabama), Attorney (now inactive), Deputy Labor Relations Counsel for Multnomah County, Oregon.
- Education: J.D., University of Oregon, 1977; M.A., K. Phl., Northwestern University, (Evanston, Illinois) 1968; B.A., Reed College, 1965.
- Public lists: AAA; FMCS; NMB; Oregon ERB; Washington PERC; Montana BPA; Idaho DOL.
- Current private panels (a partial list): Alaska Airlines & IAMAW; Alaska Airlines & AFA; Anchorage School Dist. & Teamsters; State of Alaska & ASEA; Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; Oregon Health Science University & Oregon Nurses Assn.; Kaiser Permanente & SEIU; Kaiser Permanente & UFCW; USPS & APWU; USPS & NPMHU; Univ. of Washington & SEIU; American Medical Response NW & ATU; Petersburg, AK and APEA; etc.
- Fees: \$1,200 / (7 hour) day of grievance arbitration hearing, travel, research, study and writing time, plus costs if out of town overnight. \$1,500 per day for interest arbitration or grievance mediation. Cancellation and set over fees: \$1,200 per scheduled day of hearing if notice is received less than 30 calendar days prior to scheduled hearing or for second set over. For hearings scheduled for 3 - 8 days, the minimum cancellation/set over notice period is 60 calendar days; for hearings set for more than 8 days, the cancellation period is 90 days.
- (02/01/2005)